

# **Interfraternity Council Performance Plan**

The IFC Performance plan is an interactive document that tracks year-to-year success, failure and areas that need improvement of each individual chapter.

Each January, a link to an on-line survey is sent to each chapter president. After completion of the survey, the IFC Executive board devotes time to analyze the responses from each fraternity and synthesize the responses. Following this, each fraternity president sits down with a designated member of the IFC executive board to discuss the president's responses to the performance plan and help set goals for the coming year.

This relationship between the IFC executive board member and the chapter president continues throughout the year with periodic meetings to help ensure that the problems identified within the performance plan are being addressed.

Questions regarding the Performance plan should be directed the IFC Executive Vice President.

**Below is the SMART Goal Setting form that is used during each chapter's review.**

## SMART Goal Setting

***SMART** is the instrument to apply in setting your goals and objectives. The instrument is not only applicable in a leadership environment, but can also be applied in your personal life, at the office and in doing planning.*

### **S-Specific**

It is important to remember that a goal or an objective cannot be too general in nature. A goal or an objective must be to the point. It must define a specific outcome.

### **M-Measurable**

Any goal or objective must be measurable. If individuals can experience success in reaching a goal, it will lead to motivation and determination to do more or to do better.

### **A-Attainable**

It is important to know your capabilities. Any goal or objective must be within reach. The chapter must be able to attain what you set out for them to achieve. If it is not achievable by them, it will lead to negative experiences and at the end lead to low self-esteem and a lack of motivation to try again.

### **R-Realistic**

The measurable parts of a goal must NEVER be too easy or too difficult.

### **T-Time bound**

Every goal or objective must be linked to time. If there is no time bound to it, there are no deadlines. On the other hand, executive officer terms only span one year. Thus, if you don't set a deadline for your goals, you may not meet your goal by the time you leave office. It is important to work according to deadlines, because it makes it easier to measure and to determine success. Time must be measurable, attainable and realistic.

## Setting Your Task

### ***What is a task?***

A task is the smallest increment of carrying out your goals. It's the thing that must be done daily, weekly, bi-weekly, or monthly (or in any increment of time appropriate). Below is an example of a task.

### **Task Example:**

**Goal:** To raise the average chapter GPA above the All-Men's GPA by the end of the Winter semester.

**Task:** Set up tiered study tables by the 1<sup>st</sup> of February.

**Task:** Have chapter members fill out academic goal cards at the next chapter meeting.

**Task:** Vice President of Scholarship will meet with brothers who have not made significant gains or who are on academic probation, bi-weekly.

# Goal Setting Sheet

Identify areas for improvement below:

Present 1 to 5 Goals that will enable improvement or growth and give each goal the SMART check:

1.	S M A R T □ □ □ □ □
2.	S M A R T □ □ □ □ □
3.	S M A R T □ □ □ □ □
4.	S M A R T □ □ □ □ □
5.	S M A R T □ □ □ □ □

	Task	Target Date	Date Completed
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

## Action Planning Guide

	Critical Action Steps	Key people to Get Involved
1		
2		
3		
4		
5		